

EAST BAY LABOR JOURNAL

THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

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C. H. IRISH, retired president of Millmen's Local 550, (at left), and Local 550 Business Representative Arsie Bigby display the plaque which was given to Irish for his 36 years of service. Irish, 81, has served as union president four years, vice president for four, trustee, negotiating committee member and delegate to the Alameda County Building Trades Council, Bay Counties District Council of Carpenters and Carpenters general convention. He was honored at a recent union membership meeting at which the plaque was presented.

Grievance is union's right, say Millmen

Millmen's Local 550 this week filed its second grievance in a case which management said the aggrieved didn't want to follow up—and this time got a hearing.

The issue, said Business Representative Arsie Bigby, is that a beginning worker was paid at least \$1.525 per hour less than the contract rate—\$2 an hour rather than \$3.525.

And, whatever statement management produces from the worker, pay shortchanging is an issue which affects all workers under the contract, he added.

Lumber & Mill Employers Association Executive Vice President Richard McBreen wrote Bigby on November 9 that the employee had not made the grievance and didn't want it pursued, adding:

"I trust, Arsie, you will forego making grievances in your own personal behalf (certainly both of us and companies, members of LAMEA, are too busy for this)."

But, McBreen wrote, he had advised Independent Plastics of Hayward, the involved employer, to pay "the difference between the present trainee rate and the \$2.00 paid for that time he may have done production work, approximately two weeks.

"This should resolve the matter."

It didn't, said Bigby, because:

1. The employee, hired as a trainee, put in closer to four than two weeks at \$2 an hour.

2. The contract empowers the union to initiate grievances, not on anyone's "personal behalf" but to correct contract violations.

3. In the grievance, filed at most three weeks before McBreen's answer, Bigby had asked Independent Plastics to convene the grievance committee to act and the committee hadn't yet been called.

While the beginning production

MORE on page 6

UC says it will talk

A high University of California official indicated last week that UC is willing to discuss with building trades labor the reshuffled pay scale setup it had announced just days earlier—and which labor said was a strike issue.

A hand-delivered note to Alameda County Building Trades Council Business Representative Lamar Childers from Berkeley Vice Chancellor for Administration Robert F. Kerley declared:

"Remarks attributed to you and contained in a recent East Bay Labor Journal concerning University of California policies governing craft pay scales have been brought to my attention.

"In response to these remarks let me say that your Council and the University have demonstrated over many

'HORROR STORIES' on UC layoff policy aired at Assembly hearing, page 8.

years willingness to discuss any matter.

"In the particular matter of the moment, University representatives will be very pleased to meet with you at some mutually convenient time."

The reaction first of a special meeting Monday of representatives of building trades unions with UC membership and of the BTC Tuesday night was to instruct Childers to seek the help of Central Labor Council Executive Secretary-Treasurer Richard K. Groulx in working out a solution.

The BTC asked Groulx and Childers to go high up in the

UC structure—to UC President Charles J. Hitch if possible—and set a two-week deadline for a report.

The local representatives and the BTC agreed that for UC to impose its new "maintenance" rate would be a strike issue for some 500 UC craftsmen.

Other developments in embattled California higher education:

1. The United Professors of California, representing State Colleges faculty declared that Governor Reagan's veto of a UC and State Colleges faculty pay raise could force the professors "to vote in favor of a strike."

2. Groulx and representatives of UC Berkeley Faculty Local 1474 of the American Federation of Teachers

MORE on page 6

Meeting to decide on strike or pact at Dr. Campbell

After three months of "frozen" bargaining, dental assistants and office employees are set for a vote December 5 on strike or agreement at 13 Dr. J. C. Campbell Northern California offices.

Refusing to make a money offer during President Nixon's wage-price "freeze," Campbell now indicates it will propose the "Phase II" 5.5 per cent formula as a total pay-fringe raise package in each year of a three-year contract. Dental Technicians Local 99 disclosed.

Unionists aren't certain they must take the "Phase II" 5.5 per cent, said Local 99 Business Representative Lee Turner. In any event, they won't buy it for three years, he added.

Bargaining on a new contract to replace one with an anniversary date of October 1, began just days after Nixon's "freeze" was started August 15.

Management said it was in no position to make a money offer because the future of the stabilization was unclear.

At the last meeting as the "freeze" was expiring last Saturday, management said it wouldn't offer more than the 5.5 per cent packages.

The union, which has proposals on improving health and welfare insurance, sick leave and vacation clauses in the contract in addition to wages, asked for the last ditch meeting December 3.

Campbell offices involved are in Oakland, San Leandro, San Jose, Richmond, Santa Rosa, Stockton and Modesto plus three in San Francisco.

OFFICIAL NOTICES

Union meeting notices page 6, correspondents columns page 4.

Clerks' pact exceeds freeze

East Bay retail jewelry employers switched from freeze-blighted proposals to Retail Clerks Local 870 members and offered a raise exceeding the Nixon pay board's "Phase II" 5.5 per cent standard.

In bargaining with Retail Clerks Locals 870 and 1179, representatives of six firms had first sought agreement on a raise corresponding to the pay board's decision prior to its issuance.

That was rejected and management then offered a 15-cent per hour raise which is less than the pay board's 5.5 per cent.

Labor waits 'freeze' report

The AFL-CIO was to meet in convention this week as its President George Meany charged that President Nixon's pay board has torn up collective bargaining agreements covering millions of workers and handed over to employers money which rightfully belongs to working people.

The 10-5 pay board decision, with the five members Nixon designated as public representatives voting solidly with management, set up a general rule that most workers can not recover "frozen" raises payable under their union contracts during Nixon's 90-day "freeze" period from August 16 through November 13.

And it set up a general outside limit on raises from now on under Nixon's "Phase II" economic regulation of 5.5 per cent.

Meany and the two other AFL-CIO labor members of the pay board "will make a full report on the decisions and conduct of the pay board sessions" to the AFL-CIO executive council Wednesday and the convention which opens Thursday in Bal Harbour, Florida, the AFL-CIO president said.

The unions rejected the 15 cents and in negotiations with Alameda County Central Labor Council assistance management came up with a better than pay board figure in a one-year agreement.

Local 870 members will vote on the offer next Monday. Employers involved are Milen's, Crescent, Davidson & Licht, Wolf's and Kay, represented by the Jewelers Guild, and Granat, an independent.

Management has agreed to join with the union in an appeal to the government for the full raise, with retroactivity to the contract date of September 1.

Labor's future course was certain to make up major convention business. Unionists weren't saying what it would be. Nixon's Treasury Secretary John Connally said he didn't think labor would walk out of the pay board, but labor wasn't commenting.

Other "Phase II" developments as the convention decision was awaited:

1. The Meat Cutters announced they would carry their challenge to constitutionality of the Economic Stabilization Act, under which Nixon has imposed his "phases," to the U.S. Supreme Court. A lower court has upheld the law.

2. The Senate added to Nixon's business tax gift program—over administration resistance

MORE on page 6

from the
EDITOR'S CHAIR

Sell the football team?

—page 8

The sellers laughed at that price freeze

By SIDNEY MARGOLIUS

The almost-price freeze on food and other necessities that was supposed to end Nov. 13, now is expected to continue for a while until the new Price Commission appointed by President Nixon tries to figure out what to do next.

The "freeze" was never a real freeze except on wages, and as we predicted, stores found many ways to get around the regulations. Actually food prices should have gone down in recent weeks because prices of farm products did go down in September, including live-stock prices.

Yet our own study of supermarket ads in August right after the freeze went into effect compared with prices advertised at the end of October shows scores of increases.

THESE INCREASES are confirmed by market reports from several cities showing that stores often eliminated lowest-priced offerings during the freeze. Many readers also complained of increases.

There really has been very little initiative or experienced effort by the government agencies involved to try to roll back the increases except when consumers actually complained of specific instances they observed.

Ironically, many of the increases have been right out in the open; advertised in the papers, in fact.

Nor is there any way to tell if these are all actual violations since the original price-freeze

order had a built-in loophole.

It permitted stores to charge the highest prices at which they sold various items during the month before August 15. They can always claim that the new prices were what they charged at least once during the month before the freeze.

IN ALL honesty, this has been the worst-planned, worst-managed price-control effort of the three that this reporter has followed since 1941.

There have been some price reductions in recent weeks, too, especially on eggs which are unusually cheap for this time of the year. But on the whole the increases in advertised prices have far outnumbered decreases.

Now we're in for real trouble. Not only does the Administration plan to gradually loosen whatever freeze there was, which means that an accumulation of delayed increases will go into effect but food prices, and especially meat, are due for an increase in any case in the months ahead.

You're going to have to be your own price warden. Several local unions, notably District Council 37 of the State, County, & Municipal Workers Union, have set up their own price-policing programs using their own members. The national AFL-CIO now is planning a policing program as are several statewide labor councils.

IT IS REVEALING to see what the supermarkets have done to outwit the price freeze. Knowing what they are doing can help you protect yourself

from both hidden and open price increases.

In general, judging from our survey, increases have been most frequent on meats, cheese, poultry, fish and margarine, and in cases, on coffee.

One of the most frequent ways many stores have bypassed the purported freeze is to eliminate sales of low-priced items, and feature high-priced versions of the same food.

Thus, they offer fewer specials on broilers at 29-37 cents a pound, and more "specials" on chicken quarters at 43 cents and boneless chicken cutlets at \$1.29 and \$1.39 a pound.

Since a ready-to-cook broiler yields about 50 per cent meat, the stores get about twice as much for the actual meat on a chicken by boning it for cutlets.

Similarly, stores have been featuring more sales of "California roasts" which are really chuck, at 85-95 cents; more boneless steaks such as "chicken," "fillet" and "side" cut from chuck at \$1.09 to \$1.29; fewer sales of ordinary bone-in chuck at 69.

Sales of ordinary hamburger and chopped beef at the earlier 59-69 cents are hard to find. Now the specials are on ground chuck and round at 89-99 cents.

ANOTHER WAY stores have raised prices is by juggling the quantity offered. In August one leading chain offered rolls at four bags for 95 cents. That's 24 cents a bag. Late in October it offered a "special" at 26 cents a bag.

Another chain which advertised 12-ounce package of sliced

American cheese at 59 cents subsequently offered a "sale" of eight-ounce packages at 49 cents.

Another supermarket juggles its packaging the opposite way, offering a special on eight-ounce packages of Swiss slices at 59 cents (\$1.18 a pound) instead of the previous six-ounce packages at 43 cents (\$1.12 a pound).

A New York hotel worker complained to the Hotel Workers' Council that previously he could buy two pounds of cottage cheese for 75 cents. Now he is told it has not been delivered and he must buy half-pound containers for 33 cents. That's at the rate of \$1.32 for two pounds.

Another way the supermarkets have bypassed the freeze is by featuring in some cases higher-priced brands: a 55-cent brand of margarine instead of 49; a \$1.49 cent brand of coffee instead of the \$1.29 for a two-pound can it had previously advertised; and expensive brand of franks at \$1.09 a pound instead of the private brand previously on sale at 75 cents; six-ounce packages of sliced salami and bologna at 49 cents (\$1.31 a pound) instead of the whole salami or bologna at \$1.09 a pound advertised in August; sliced muenster cheese at \$1.10 a pound instead of stick muenster at 99 cents.

BUT MANY times the supermarkets have not bothered with even these subterfuges. They have simply raised prices openly. One of the largest chains that offered California steak (chuck, bone-in) at 89 cents in August featured it at 95 cents

the end of October.

Another chain had boneless sirloin and porterhouse on sale at \$1.19; by late October the "sale" prices was \$1.39.

Pork loin that was 69 cents a pound became 77; center cut chops went from 89 to 97. A "discount" supermarket that advertised chuck steaks and ground round at 59 cents marked up the tags to 98 cents—an increase of 66 per cent.

Several facts you ought to know for your own use:

● Not all supermarkets have raised their prices as often or as much as others. In the region where prices were checked, two chains juggled prices most noticeably; a third, quite often; one changed prices very little and it featured items actually often were lower than when the "freeze" started.

● During the rest of the "freeze," which now enters what the Administration calls Phase II (Phase II is ALL soap), better not depend on supermarket advertised "sales" as very reliable.

They are never wholly dependable, of course. But on the basis of the juggling of prices and packages that took place during Phase I, at this time a "sale" may not be a sale at all but merely a different weight, brand or cut that really costs more.

Your better value may be in the store itself, unadvertised and unfeatured, or at another store. There still is the occasional real sale of chuck and ordinary chopped beef at 49-59 cents, and broilers at 29-33 cents.

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Health bill lobbying bared

Continued from page 1

cuss the implications for California unions.

Kennedy made public a secret memo from Blue Cross President Walter J. McNerney and the text of a report by Blue Cross lobbyist George Kelley.

Both disclosed that a task force of Blue Cross executives had been in Washington for indoctrination and set up the lobbying mechanism.

McNerney's memo was to Blue Cross chief plan executives and it said the task force's purposes was to "establish and maintain a communications network with Members of Congress toward effecting a desirable national health insurance program.

"We trust their efforts will help substantially in developing an appreciation in the minds of key decision-makers that only

through Blue Cross can truly effective and efficient provision be made for financing the health care of the Nation," McNerney wrote his men.

He made two major points:

● We believe it is critical to the effectiveness of this type of legislative activity that it be low key, with no out-of-Plan publicity. That means confidentiality, including only those who can contribute to its accomplishment.

● The time to select 'contact people' who will approach key legislators is now. If your Task Force representative has asked for your help in finding the right person or persons to whom a Congressional decision-maker from your area will listen, consider the importance and urgency of doing so as soon as possible to complete the first phase of our communication network.

"... once we have the established pipelines, our effort can be directed at maintaining a two-way flow of communication to allow for smooth transmission at the appropriate and, perhaps, critical time."

A Blue Cross spokesman replied to Senator Kennedy by denying that "this is lobbying. We consider this a communications vehicle..."

The revelation of insurance industry-Blue Cross efforts against National Health Security came from AFL-CIO Social Security Director Bert Seidman.

He reported these efforts were uncovered in Colorado and

Blue Cross lobbies for its share

Here is the full text of Blue Cross President Walter J. McNerney's memo to his plan executives which discloses that Blue Cross is lobbying behind the scenes on national health insurance:

To: Chief Plan Executives

From: Walter J. McNerney

Subject:

REPORT ON WASHINGTON REPRESENTATION TASK FORCE

Many who were present at the Blue Cross program session during the American Hospital Association convention in Chicago (August 24, 1971) expressed interest in George Kelley's remarks on the status of our Task Force. We have in previous memoranda described the purpose and goals of this group whose assignment is to establish and maintain a communication network with members of Congress toward effecting a desirable national health insurance program. We trust their efforts will help substantially

South Carolina.

In Colorado, a resolution was brought to the state AFL-CIO convention floor calling for amendments in the Kennedy-Griffiths Health Security bill to include provisions of the insurance industry measure.

That resolution was tabled and another was unanimously adopted that stressed:

"Qualified health care is a basic

universal necessity and should not be left solely to the self-interest groups such as doctors, the health insurance industry and others..."

While no alternative resolution to Health Security was introduced at the South Carolina convention, a Blue Cross representative was overheard in conversations with delegates attacking the Kennedy-Griffiths

Reports indicate that members of the Task Force have met with encouraging success so far. Plan Directors have been exceptionally cooperative; they obviously recognize how valuable this effort can be toward a good end result. For this, we are all grateful.

I would like to emphasize two points:

● We believe it is critical to the effectiveness of this type of legislative activity that it

be low key, with no out-of-Plan publicity. That means confidentiality, including only those who can contribute to its accomplishments.

● The time to select "contact people" who will approach key legislators is now. If your Task Force representative has asked for your help in finding the right person or persons to whom a Congressional decision-maker from your area will listen, consider the importance and urgency of doing so as soon as possible to complete the first phase of our congressional network.

We do not expect any surprise moves concerning national health insurance proposals this fall; almost all activity in related committees will be on the President's economic and tax proposals. However, once we have the established pipelines, our efforts can be directed at maintaining a two-way flow of communication to allow for smooth transmission at the appropriate and, perhaps, critical time.

health care measure.

The industry representative was at the convention to promote Blue Cross and Blue Shield coverage in union-negotiated contracts.

Clement D. Dowler, southern area COPE director, noted however that the Blue Cross man was also "doing an effective job of sabotaging" labor's Health Security campaign.

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JOHN M. ESHLEMAN, Editor

POSTMASTER: PLEASE SEND CHANGE OF ADDRESS NOTICES, FORM 3579, TO 1622 EAST TWELFTH STREET, OAKLAND, CALIF. 94606.

3 contests as Retail Clerks elect incumbents

Retail Clerks Local 870 re-elected President Russel L. Mathiesen and most other incumbent officers without opposition and returned incumbents to office in the three contested races.

Winners of contested elections were:

Second Vice President and Business Representative 2 William Devine who defeated Everett Rountree.

Business Representative 5 Charles Stevenson, re-elected over opposition of Bernice Rogers and Ricardo Contreras.

Business Representative 9 Kenneth Beasley, who won reelection over Kenneth Rezak.

Returned to office without opposition, besides Mathiesen, were Secretary-Treasurer Paul Crockett, First Vice President and Business Representative 1 George D. Read, Recorder Mildred Patterson, Sergeant at Arms Paul Brackett and Business Representatives 3 Alvin W. Kidder, 4 Daniel Breault, 6 Stephen Babbitt, 7 Paul McCormick and 8 Stephen Corso.

Union representative named to head SF teacher council

The San Francisco's Winton Act teacher council, under chairmanship of a Teachers Union member for the first time, was ready this week to seek improvements for teachers.

Chairman James Ballard said that, whether or not the Classroom Teachers Association participates, the Certified Employees Council planned to meet management to pin down "class size maximums, counseling loads and other matters that affect the everyday experience of students . . ."

Ballard is president of the San Francisco Federation of Teachers. Joining him in the statement was President James Gasaway of the Personnel & Guidance Association, whose council vote clinched Ballard's election.

Last month, the union and the CTA, an affiliate of the California Teachers Association, were each awarded four seats on the nine-seat council with the Personnel & Guidance Association getting the ninth.

CECs, formerly known as "negotiating councils," are des-

ignated by the state Winton Act as spokesmen for teachers in dealing with school districts. Council representation is proportionate to membership among teachers.

CTA, which formerly was the council majority, denied that union growth had qualified it for parity with CTA and brought five delegates to last week's council meeting.

After argument, the five CTA members voted to adjourn and left. But union and Personnel & Guidance representatives held they were a five-vote majority and elected Ballard.

CTA said it was talking to attorneys.

Ballard and Gazaway said the council "will proceed immediately to conduct the business of representing certificated employees . . ."

The Winton Act says teachers and management shall "meet and confer" without requiring genuine bargaining. Ballard previously pledged a drive for an agreement, punning down and expanding benefits of an agreement won in Teachers Union strikes in 1968 and last spring.



HANDSHAKE by Bookbinders Secretary-Treasurer Wesley A. Taylor, left, and Lithographers & Photoengravers President Kenneth J. Brown, marks approval of merger by conventions of both unions. Bookbinders Vice Presidents Joseph Hellman and William Stasiak are in background. With membership ratification, the merger is expected to be effective by next Labor Day.

Fremont council asks facts on League of Cities position

Asked by the Alameda County Central Labor Council to withdraw from the League of California Cities, the Fremont city council last week voted to ask the league its position on one legislative issue raised by the Labor Council.

The motion to ask the league where it stands on workmen's compensation was a substitute to one made by Councilman Gene Rhodes to direct the city staff to compile the league's record on all legislative matters.

Voting for the substitute were its author, Councilman Donald Dillon, Mayor William Doorn and Councilman Geoffrey Steel. Voting no were Rhodes and Vice Mayor Jack Pimentel.

Fremont was the seventh of Alameda County's 13 cities to be asked to withdraw from the league over its anti-labor position at Sacramento. The eighth, Piedmont, was to hear from the Labor Council at a city council meeting this week.

Labor Council Assistant Secretary Ed Collins cited the league's opposition to public employee collective bargaining, to free choice of physician by victims of industrial accidents and to increased workmen's compensation benefits and its support of a consumer tax on bar customers.

Only other action was in Berkeley where a motion to withdraw failed of a majority, 4 to

4, and Oakland where councilmen said they'd hold a work session on the issue.

The California Labor Federation has urged its affiliates to seek to have cities in their area withdraw and to make the league an issue in COPE interviews with local government candidates.

Fulco re-elected by Auto Salesmen

Secretary-Treasurer Vincent Fulco was re-elected over opposition of John Colletti in the only contest in Automobile Salesmen Local 1095's election. Fulco got 171 votes to 56 for Colletti, Local 1095 recorder.

Re-elected unopposed were President Herman Hendrikson, First Vice President Harvey Van Cleve, Second Vice President Ryan Postma and Business Representative Ferd Silva.

Incumbent executive board members Ted Finke, Wally Hepworth, Ed Hill and Sam Sciortino were re-elected and new members elected to the board are Gil Kramer and Lee Sarment.

Elected recorder to succeed Colletti was George Enos and Sergeant-at-Arms Haskell Kleinman was re-elected, both without opposition.

Reapportionment issue

Labor forces made an emergency trip to Sacramento this week to oppose a threat that reapportionment would make Alameda County the only area where two State Senators would be elected by county-wide voting to share one district.

Representatives mobilized by the Alameda County Central Labor Council were to appear against the provision in the reapportionment bill at an Assembly committee hearing.

The proposal for at-large voting for two Alameda County Senators would mean that a winner would have to collect more votes than would be needed in two Congressional districts, Executive Secretary-

Treasurer Richard K. Groulx told the Labor Council.

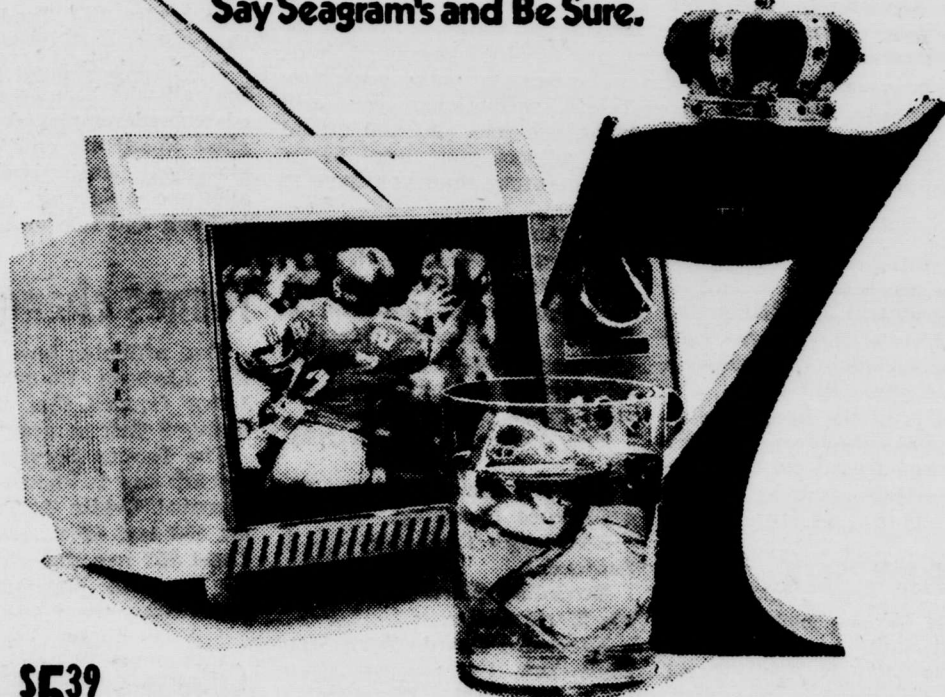
That would make it difficult and prohibitively expensive for candidates representing labor or minorities to win, he pointed out.

The proposed one-county district has 445,000 voters, contrasted to 200,000 in a three-county Marin-Napa-Solano district and a general average of near 183,000, he said.

Labor Council spokesmen hoped for two districts each electing a Senator and dividing Alameda County and some adjacent Contra Costa County territory east and west, with balanced proportions of working people, minority and middle and rich class voters.

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Chips and Chatter

BY GUNNAR (BENNY) BENONYS

Uncle Benny claims that in Spanish, that most lyrical of all Romance languages, "esposa" means both wife and hand-cuff!

DRYWALL CONTRACT approved. A letter from the Construction Industry Stabilization Committee, dated October 27, 1971, states in part—"The CISC has found acceptable under Executive Order 11588 the economic adjustments provided for in the contract to take effect August 1, 1971. The local parties are free to place into effect the increment scheduled for August 1, 1971."

This notice has been sent to the Drywall Association, A.G.C. and other contractors. Allow your contractor two weeks to send out your retroactive pay checks (from this Friday). Then call your Business Representative and give him the necessary details to collect for you.

Li'l GeeGee, our office vamp coyly observes that the difference between a wife and a mistress is "Passive Acquiescence" and "Enthusiastic Cooperation!" How about that!

RETROACTIVE PAY-CHECKS for the following Brothers are at the office of Local 36: D. Albright, H. Allen, Earl Dingler, D. Duncan, Melvin Freitas, James Hewitt, Phillip Hussey, C. Wooten, H. Teigen.

See the Financial Secretary, Wilson Massey or one of the office secretaries.

Also from F. P. Lathrop Co., a check for J. E. Miner.

O. K. Habeck dropped us a line from Lagos, Nigeria. He is the Civil Construction Superintendent on the Qua Iboe River Crude Oil Terminal job on the Sea of Biafra. Has 550 native workers now and expects to hire 200 more shortly. Average temperatures are 80, humidity 50 to 90 per cent. Rains every day. Works 7 days, 10 hours a day. Native carpenters are paid one pound per 10 hour day, (\$2.50). Expects to come home around next April, 1972.

There seem to be some misunderstandings on the recent changes in the Carpenters Health and Welfare coverage.

In order to clarify these announced changes, the improved benefits for **ACTIVE** Carpenters and the complete **Retired** Carpenters program are described below:

ACTIVE CARPENTERS

1. Prescription drug coverage for dependents of active Carpenters is now provided on the same basis as has been provided to Carpenters as in the past.

2. The payment of basic dental services has been increased to 90 per cent of the **FEE SCHEDULE**. The 50 per cent payment for prosthetics (dentures, bridges) remains the same. (This coverage is provided for both **Active** Carpenters and their dependents).

3. On January 1, 1972, an entirely new and valuable **MAJOR MEDICAL BENEFIT** will be added to the program. The **MAJOR MEDICAL BENEFIT** will pay for 80 per cent of the cost of covered medical services whenever out-of-pocket expenses for one family exceed \$50 during a calendar year. This coverage which is in addition to all of the basic benefits (except hospital room and board and drugs) provides up to \$10,000 for each family with an automatic reinstatement of \$1,000 each year.

RETIRED CARPENTERS

1. There has been no change in the hospital coverage provided for retired carpenters.

2. The Surgical, Doctor's Home and Office, Diagnostic X-Ray and laboratory, X-Ray and Radium Therapy benefits, Maternity benefits and the Supplemental Accident coverage for Retired Carpenters **NOT** eligible for Medicare, have been improved to the level of benefits set forth on pages 13 to 24 of the current **Active Carpenters Benefit Booklet**.

3. Prescription drug coverage for retired Carpenters is provided for the retired carpenter only but **NOT** for his wife.

4. Dental coverage is **NOT** provided for retired Carpenters or their wives.

5. The **MAJOR MEDICAL** program to become effective January 1, 1972 will **NOT** be provided for retired Carpenters or their wives.

6. Life Insurance and Accidental Death and Dismemberment coverage are **NOT** provided for the retired Carpenter or his wife.

We trust the above items, as outlined will clarify any misunderstandings about the recently announced change in the Health and Welfare program.

Brother Al Thoman attended the Quarterly meeting of the State Board of Business Agents held at Fresno last week. We look forward to some news of conditions up and down the state.

Thursday, January 6, 1971 will be a Special called meeting to elect four delegates to attend the forthcoming State Council of Carpenters Convention to be held at San Mateo in February. Plan to be present to elect **YOUR** delegates.

See **YOU** at **YOUR** next **UNION** meeting, Brothers?

Watchmakers 101

BY GEORGE F. ALLEN

The only information I have relative to the "Wage and Price Freeze" is what I have read in the newspapers, and at this writing, the newspapers say that the Jewelry Industry is eliminated from the "Wage and Price Freeze." However, I do not take what I read in the newspapers as Official and I have been informed by the local office of the Wage and Price Freeze that they have no notice of any Industry elimination at this time. Therefore, until we do get "Official" confirmation of the above statement, we shall continue status quo.

San Mateo County COPE gave a dinner to honor Warren K. Billings, one of our Executive Board members, on Friday, November 5. There were approximately 500 persons attending the dinner, which featured Senator Hubert Humphrey as the main speaker. The only sad part of this nice affair was that Brother Billings' wife Josephine, was unable to attend—she being hospitalized in the Redwood City Kaiser Hospital. We wish Warren's wife a very speedy recovery.

We have a request from the San Francisco Department. They are anxious to locate the watchmaker who repaired a man's wrist watch, Elgin, 19 jewel, with the scratch marks A.F. 4790. If you use this code or know of any watchmaker who does, please contact the union office—421-1968.

Dental Technicians 99

BY LEO TURNER

Another round of our frustrating Washington-controlled negotiations with Dr. Campbell in behalf of the dental assistance and office personnel was held last Saturday, the so-called "last day" of the freeze.

The employer representatives proposed a three-year contract with a 5½ per cent increase each year. The Union committee indicated that even if we had to swallow the 5½ per cent (which we're not yet convinced we have to do) we certainly weren't about to try to live on that for three years.

In the face of the present conditions, we indicated that we wanted a two-year contract with a reopener on wages and other money issues after one year.

No agreement was reached at this meeting and since the so-called "complete rules and regulations" had not yet come out of Washington, we suggested one more meeting to attempt to reach an agreement. Due to the intervening Thanksgiving holiday, this will not be held until December 3. This will be the final meeting before presenting the results of the negotiations to the members involved for their decision.

ALL DENTAL ASSISTANTS AND OFFICE MEMBERS ARE URGED TO SET ASIDE SUNDAY, DECEMBER 5TH, 2 P.M. AS THE DATE FOR A "MUST ATTEND MEETING" TO VOTE ON A CONTRACT AND/OR A STRIKE VOTE! MORE DETAILS LATER.

An ominous warning was sounded by the employer representatives at the above meeting which should be of concern to our technician members. As you know, we still have a cost of living clause in effect and next July 1st we are scheduled to get another 20 cents per hour increase plus 4 cents additional in contributions to the Welfare Plan. It is the present interpretation of the employer that if these increases amount to more than 5½ cents that they will not be able to pay them. We could be in for a hassle on that one!

Sheet Metal 216

BY BILL AND FRED

Phase two of the President's Freeze is now a reality and everyone is waiting to see how it applies to their particular situation. As you read the many articles in the daily newspapers the confusion continues to grow. We will have to wait and see how it will affect us.

The employment situation remains the same.

Problems with the University of California are increasing and the situation may develop into a strike.

The University has unveiled a new policy change which sets up a wage freeze on construction workers and a maintenance rate for all state campuses.

If followed through as presented, this plan would be intolerable for our men.

An attempt to negotiate will be tried; but if it fails, we will be asked to support our brothers and help them win better conditions. All attempts to correct situations which deprive our brothers working at University of California and Lawrence Radiation Laboratory, Livermore of part of the wage

Dear George: about running for office

Former Congressman George Brown who ran for United States Senator in last year's primary is thinking about getting back in Congress and he wants to know what his friends think about it.

Brown, who ran strongly in Alameda County with local COPE backing wrote campaign supporters here, enclosing a self-addressed return postcard:

Headed "Dear George,"

package of the up town shops have failed.

Let's help our brothers clean up this situation by giving them our full support.

One of our members, Walter Thomas, is suffering with a broken leg and Jaime Acosta is in Veteran's Hospital in critical condition because of a car accident.

Members of the Tri-State Death Benefit Fund, Death Assessment 712 is now due and payable.

Membership meetings are held on the third Wednesday of each month Labor Temple, 2315 Valdez Street, Oakland, Ca.

AFSCME 371 'Info'

BY JOHNNIE MARIE BUTLER

Due to the lateness of last month's membership meeting, I understand the slides and movies weren't shown as promised. I'm sure Brother Lyman was very disappointed, as he had put himself out to bring something different to the membership to enjoy. We're trying to get something going to interest you to come to meetings.

As most of you know, we have a new business agent and he was very disappointed Saturday at the small membership we had present. I'm sure he did not feel good giving his reports, advice, interesting news, discussions, proposals to be made and decided upon, to an empty hall.

I hate for him to see how poorly our members support their local. Nominations of officers is in progress. If you were at the meeting, maybe it would be someone you'd like to hold an office, then you could nominate that person. There are all kinds of reasons why you should be present. It's hard for 5 or 6 people to decide and make decisions for two or three hundred people. I hope that when you make your New Year's resolutions, you will make one that you will attend and support your local better in the future than you have in the past.

On the sick list we have the following: Brothers J. H. Reeves, S. Boykins, George Shanks, Joe Cabrell, R. Hachman, C. Deeds and Frank Tramble. Hurry and get well, fellows. Nominating committee reports the following:

President — Henry Murphy, Jr.

Vice President—Charlie Davis—Bruce Browning.

Secretary - Treasurer — J. J. Santoro.

Recording Secretary — Johnnie Marie Butler.

Executive Board—Selzo Martinez—Bob Drennan—Dominic Palumbo—Charles Douglas.

Trustees—Dave Hildebrandt, 3 years—Jude DeBose, 1 year.

Sgt. of Arms—Warren Capers—Carlos Bennett.

Will you please be present at the next meeting?

See you then, thank you.

here are the six entries on the card, each with a "Yes" or "No" box to be checked:

"Thank you for your letter. Please keep me on your mailing list."

"You would be crazy to run for Congress or anything else."

"But if you do, let me know."

"I might help."

"You really should try something 'simple' like writing a book."

'Don't Fly United,' says Labor Council

The Alameda County Central Labor Council has reminded United Airlines that it is urging a "Don't Fly United" policy by unionists until the line agrees to Service Employees standards for employees at Los Angeles.

The AFL-CIO Internal Dispute Plan has agreed with Service Employees Local 399 in a dispute with another union over representation of United building maintenance employees at Los Angeles.

But the airline has refused to accept the award, and Local 399 asked a consumer boycott.

The Labor Council told United that its policy is to support union standards and "encourage compliance with all decisions reached through the AFL-CIO International Disputes Plan and . . . so long as United Airlines continues to act against these policies our organization shall protest the anti-AFL-CIO position of United Airlines and take all appropriate steps to encourage its staff, its members and all labor union members throughout the country not to use United Airlines but to patronize other airlines instead."

500 join list of import victims

Five hundred more workers have joined the list of victims of imports, the Labor Department said.

They are former employees of the Whittier Mills Company plant in Atlanta, Georgia, which closed last spring. The department said "the plant's closure was attributable in major part to increased imports."

The 500 were certified for help under the Trade Expansion Act.

The certification provides that all who became unemployed or underemployed after the plant closed are entitled to job placement, cash readjustment allowances, testing, counseling, training and relocation.

Names changed

Two affiliates have informed the Alameda County Central Labor Council that they have changed their names.

The former Service Employees 322 now is known as Amalgamated Crafts & Trades Local 332 and Electrical Workers Local 852 has changed its name to Business Machine Service Local 852.

College scholarship

Applications for Service Employees International Union college scholarship competition for children of members are available at SEIU local union offices. Children of members in good standing are eligible.

'Teen wage fiction' disclosed

President Nixon has proposed a lower minimum wage for teen age workers, relying on claims by employers that they can't afford to hire youths at the standard minimum.

The Bureau of Labor Statistics study, commissioned by the Nixon administration to look into justification for a subminimum for teenagers, was first reported by The East Bay Labor Journal in 1969.

The study, incidentally, didn't produce the justification which it may have been intended to find.

The AFL-CIO finds Nixon's position just an argument for cheap labor. It has set forth the reasons against the double standard in a new pamphlet, "The Teen Wage Fiction."

It is available free from the Pamphlet Division of the AFL-CIO Department of Publications, 815 Sixteenth Street, N.W., Washington, D.C. 20006.

Here's the text of "The Teen Wage Fiction:"

An adequate minimum wage is one of the best weapons against poverty but some people have an idea the minimum wage should be a political football.

Because unemployment among young workers is much higher than among adults, a lower minimum wage for teenagers has been proposed by the Nixon administration.

Like so much of the criticism of the minimum wage provisions of the Fair Labor Standards Act, the proposal for a subminimum wage is rooted in fiction not fact.

For 33 years, the Fair Labor Standards Act has protected the unskilled, untrained employees in businesses covered by the act. Frequently, these workers are members of minority groups.

The minimum wage paid these workers is a floor, in

other words, it is the lowest rate they can be paid.

It is a protection provided workers without regard to race, sex or age.

Without this protection, unscrupulous employers could exploit the unskilled and untrained workers who are in no position to bargain for themselves.

The purpose is to guarantee a minimal standard of living. The unskilled and untrained workers who are in no position to bargain for themselves.

It is not a substitute for collective bargaining. It is protection for the rights of workers who do not have a union.

The minimum wage is beneficial to the economy.

When the minimum wage is high enough, a fulltime, year-round worker will receive enough money for his labor, to live without going on welfare.

Workers who receive the minimum wage are able to purchase the consumer goods they need.

When the minimum wage is raised, these workers can purchase more. This, in turn, creates jobs in the economy.

A subminimum wage, on the other hand, would not create jobs because there is no increase in purchasing power.

Low wages do not create additional jobs. In the long run they actually reduce the number of jobs by cutting into the purchasing power of the people who must spend all of the money they make.

Subminimum wage for young workers would create unemployment among adults, who frequently have families to support.

Employers would fire higher-paid adults and hire lower-paid teenagers.

The only beneficiary of a subminimum wage is the employer who would make higher profits.

Opponents of the minimum wage claim that a higher mini-

mum wage causes teenage unemployment. The facts do not support this claim.

An exhaustive Labor Department study concluded that the general state of the economy is most responsible for fluctuations in teenage employment and unemployment.

In fact, some states which have different minimum wages for youth reported these rates had little effect on teenage employment.

What is the cause of teenage unemployment?

Number one is the economy. The recession that was manufactured by the Nixon Administration reduced job opportunities for all workers, but hurt younger workers the most.

Another consideration must be the dramatic 41 per cent increase in the teenage population during the 1960s.

This large influx of new workers into the labor market, coupled with the Nixon administration engineered recession, heightened competition for the few job opportunities that opened up.

The problem of teenage employment is the problem of unemployment in America. There are too few jobs.

President Nixon's economic policies created stagnation and unemployment which are not going to be solved by subminimum for teenage workers.

Teenager workers need what all workers need—more jobs, at an adequate minimum wage.

Instead of seeking to undercut the jobs of low-paid adults, the Nixon administration should seek new programs which would create jobs for all workers—young and old.

No one—male or female, black or white, young or old—should be required to work for less than an adequate minimum wage.



SCREEN ACTORS outgoing President Charlton Heston, right, gets the union's annual award for outstanding achievement in fostering the ideals of the acting profession. Presenting the award at the union's convention is new President John Gavin. Heston's six-year presidency is longest in Screen Actors' history.

2-coast longshore strike aid pledge

With President Nixon's 80-day halt to the West Coast dock strike more than half over, heads of longshoremen's unions on both coasts announced a mutual support program "to win our strikes."

President Thomas Gleason of the AFL-CIO International Longshoremen's Association on strike in the east, and Harry Bridges of the unaffiliated West Coast International Longshoremen's & Warehousemen's Union made the announcement in New York.

ILWU strikers were sent back to work when Nixon invoked the Taft-Hartley Act's provision for an 80-day "cooling off" period, ending Christmas Day. ILA strikers, who walked out in October, were not sent back to work by the government.

Three points were to be recommended by Gleason and Bridges to their executive committees:

1. A joint demand for a common national agreement on containers.

2. Both unions to work for a common contract expiration date.

3. Joint planning "to insure that gains won in collective bargaining are not taken away by governmental action under Phase II."

Health Security booklets available

Two new AFL-CIO pamphlets help make labor's case for National Health Security.

Both are available without cost for distribution by unions at meetings and through mailings. Requests for copies should be sent to the AFL-CIO Pamphlet Division, 815 16th Street, N.W., Washington, D.C. 20006.

"Health Security—Best Buy for Union Members" explains the relationship between union health and welfare plans and the Health Security proposal.

"Catastrophic Insurance — Blessing or Disguise?" examines this limited form of protection in comparison with the comprehensive coverage of a complete health program.

Mohn reappointed

Einar Mohn has been reappointed director of the Western Conference of Teamsters by Teamsters General President Frank E. Fitzsimmons for a four-year term.

Who's out of step on freeze, Mr. Nixon?

While the Nixon administration was calling AFL-CIO President George Meany "out of step" with union members in opposing the 90-day "freeze," it quietly set out to check the claim.

Now the Census Bureau opinion survey launched then at the request of President Nixon's "Cost of Living Council," has backfired.

The results show union members who feel the "freeze" was unfair far outnumber those who thought it was fairly applied.

In fact, no press release was issued on the results, Wisconsin

Senator William Proxmire, noted.

The survey took pains to pinpoint union members' sentiments as it tested public opinion on the "freeze."

In an unusual move, persons questioned were asked if they were union members. This question was widely considered as part of an administration effort to portray labor's leadership as out of step with rank-and-file members.

On effectiveness of the freeze, a large majority agreed that it had held wages down—better than a 3-1 margin among those with opinions.

But only one-third of those surveyed believed that the freeze had stopped price increases, with 50.6 per cent saying it had not and 16 per cent unsure.

Among workers as a whole, there was almost an even division between those who thought the freeze applied fairly to all groups and those who disagreed.

But union members, by a substantial plurality, were convinced that the freeze was not fairly applied.

In private industry, only 31.7 per cent of union members rated the application of the freeze fair to all groups, while 49.9 per cent disagreed and the remainder did not know.

In the government sector, 54.2 per cent of union members said the freeze wasn't being fairly applied.

Among all groups questioning the fairness of the freeze, the overwhelming majority considered that it favored big business, manufacturers, rich people and similar categories. Ninety per cent saw no benefit to workers, poor people or minorities.

The survey found that 25.6 per cent of the people questioned, or members of their immediate families, either were denied a pay raise by the freeze or knew that they would be by the end of the 90-day period.

Among workers questioned, the figure was 31.2 per cent. And among union members, 38.2 per cent in private industry and 47.5 per cent in the public sector were directly hurt by the pay freeze.

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OFFICIAL UNION NOTICES

AUTO & SHIP PAINTERS 1176 HAYWARD CARPENTERS 1622

Auto, Marine & Specialty Painters 1176 meets on the first and third Tuesdays of every month in Room H, Labor Temple, 2315 Valdez Street, Oakland, at 8 p.m.

Fraternally,
LESLIE K. MOORE,
Business Representative

IRON WORKERS 378

Our Regular Executive Board meetings are held on the 2nd and 4th Wednesdays of each month, 8 p.m.

Stewards meetings also are held the second and fourth Wednesdays of the month at 8 p.m.

OUR REGULAR MEMBERSHIP MEETING IS HELD ON THE 2ND FRIDAY OF EACH MONTH, 8 P.M.

Fraternally,
BOB McDONALD
Business Agent

STEELWORKERS L.U. 7616

Regular membership meetings are held the second Saturday of every month at 9 a.m. at Eagles' Hall, 1228 Thirty-sixth Avenue, Oakland, California.

Fraternally,
ESTELLA STEPHENS,
Recording Secretary

ALAMEDA CARPENTERS 194

Carpenters Local 194 meets the first and third Monday evenings of the month at 8 p.m. in the Veterans Memorial Building, located at 2201 Central Avenue, Alameda.

Refreshments are served following the first meeting of the month in the Canteen for all present. You are urged to attend your Local's meetings.

Fraternally,
WM. "BILL" LEWIS,
Recording Secretary

PRINTING SPECIALTIES 382

Meeting second Friday of the month at 8 p.m. in Jenny Lind Hall, 2267 Telegraph Avenue, Oakland.

Fraternally,
TED E. AHL,
Secretary

SERVICE EMPLOYEES 322

Regular meetings held first Thursday of each month at 8 p.m. in the Labor Temple, 2315 Valdez Street, Oakland, Room H, Third Floor.

Fraternally,
VERN DUARTE,
Financial Secretary

PRINTING SPECIALTIES 678

Meeting second Thursday of the month at 8 p.m. in Cannery Workers Hall, 492 C Street, Hayward, California.

Fraternally,
WILLIAM PRENDEBLE,
Secretary

BERKELEY CARPENTERS 1158

NOTICE

When sending in your dues by mail, please send to Wm. Mahaffey, 2315 Valdez Street, Room 220-A, Oakland, California 94612.

Regular meetings are held on the first and third Thursdays of each month at Finnish Brotherhood Hall, 1970 Chestnut Street, Berkeley, California.

Fraternally,
NICK J. AFDAMO,
Recording Secretary

U.C. EMPLOYEES 371

Our next regular meeting will be held on December 11, 1971 at 2 p.m. in Kroeber Hall in room 155. It will be preceded by the Executive Board meeting at 12:30.

Elections of officers will take place so come and vote for the candidates of your choice. There will be coffee and donuts so let's have a large turnout! See you there.

Fraternally,
J. J. SANTORO,
Sec. Treas.

Improvements in medical care benefits are now in effect, providing:

Prescription drug coverage for dependents of eligible carpenters on the same basis as presently applicable to the carpenter.

Prescription drug care for retired carpenters under 65 on the same basis as for the working eligible carpenter, and increase to \$100 in x-ray coverage for retired carpenters under 65. These apply to retired person only, not the wife.

Retirees 65 and over are covered by Medicare and are not continued under any other program.

As of January 1, 1972, dues will increase by \$1 per month.

Retired dues will remain as is.

Fraternally,
DELBERT BARDWELL,
Financial Secretary

Want to know what's happening? Come to your union meetings!

Regular meetings are held every second and fourth Thursday at 8:00 p.m. at the hall, 1050 Mattox Road, Hayward, California.

Pay your dues at the Financial Secretary's office. It is open at 7:30 a.m. to 5 p.m. on Monday, Tuesday, and Wednesday. On Thursday 8 a.m. to 8 p.m., Friday 7:30 a.m. until 12 noon.

Members who move should inform the local union of their new addresses.

Fraternally,
CHARLES WACK,
Recording Secretary

CARPENTERS 36

The regular meetings for Carpenters Local Union 36 are held the first and third Thursdays of each month at 8:00 Enterprise Way, Oakland, California 94621, at 8 p.m. Refreshments are served by the Ladies Auxiliary immediately following each meeting.

(2) The hours of the Financial Secretary's office are 8 a.m. to 5 p.m., Monday through Thursday. Friday the office closes at 1 p.m. Phone 569-3465.

(3) The Educational Committee will meet on the fourth Wednesday of each month at 7:30 p.m., at the hall.

(4) Stewards meetings are held at 7:30 p.m. on the fourth Thursday of each month at the hall.

(5) Pursuant to Section 14, Paragraph (b) of the District Council By-Laws, the dues will be increased by \$1.00, as of January 1, 1972.

Fraternally,
ALLEN L. LINDER,
Recording Secretary

SHEET METAL WORKERS 216

The regular meetings are every 3rd Wednesday of the month at 8 p.m. in the Labor Temple.

Fraternally,
FRED HARMON,
Business Manager

PLUMBERS & GAS FITTERS 444

There will be a special called meeting of Plumbers and Gas Fitters Local Union No. 444 on December 1, 1971, in Hall A, first floor of the Labor Temple Building, 2315 Valdez Street, Oakland, California.

ORDER OF BUSINESS

1. Regular order of business.

Voting hours will be from 8 a.m. to 8 p.m. in Hall 22, second floor of the Labor Temple.

REMINDER

HOLIDAY checks for those members who are working under the Labor Agreements where Holiday pay is deducted from their pay checks may pick up those checks the same day, December 1, 1971, at your Union office. For your convenience, the office will be open between 8 a.m. and 8 p.m.

Fraternally,
GEORGE A. HESS,
Business Manager &
Secretary-Treasurer

SERVICE EMPLOYEES 18

General membership meetings of Service Employees Local 18 are held at 10 a.m. the 4th Saturday of each month in Jenny Lind Hall, 2267 Telegraph Avenue, Oakland.

Fraternally,
BEN J. TUSI,
Secretary

UC says it will talk on pay

Continued from page 1

tion of Teachers were to meet a second time with UC officials over suspensions of mental health therapists. Local 1474's strike sanction against UC Cowell Hospital has been released and placed in Groulx's hands by the Labor Council.

Vice Chancellor Kerley wasted no time in reacting to Childers' comments. His memo was dated November 11, the first day last week's East Bay Labor Journal reached any subscribers by mail.

Childers had been quoted that labor would talk about the new pay setup "if it's a proposal," but "if it's an unilateral change then it probably means a strike."

The pay scale order was announced directly to UC craft foremen and in a memo from Hitch's office to Childers declaring it would be effective not later than next July 1 as "policy governing the Berkeley campus and Berkeley and Livermore Laboratories..."

It gave craftsmen a choice of "maintenance" or "construction" work, or both, at varying hours, pay and fringes. Hitch assured the BTC last year in face of another strike move that rates would not be changed pending discussions looking toward written agreement.

The Cowell Hospital issue involves suspension, firing and "restoration" of 10 psychiatrists, psychologists and psychiatric social workers at the student mental health center. They charge that they cannot be sure that confidential data on patience demanded by the

center administrator will remain confidential.

After directing that the 10 return to work with no change in the situation, UC then agreed that the suspended workers could stay away pending further meetings. They have been "restored" on signing a general statement on supervision.

Meanwhile, UC Employees Local 371 asked the Labor Council to arrange a meeting of its UC affiliates with new Berkeley Chancellor Alfred Bowker. The council invited all UC affiliates to be represented at today's executive committee meeting so they could confer if the Bowker meeting was voted.

Unfair charge hits NLRB

The National Labor Relations Board, which acts on unfair labor practice charges against employers and unions, got tagged with the same charge itself.

Labor Department Examiner John S. Patton ruled that the NLRB should be ordered to end its refusal to bargain with the NLRB Professional Association which represents 157 of the board's 186 attorneys.

Patten said that when President Nixon's new board chairman, Edward B. Miller, took over in 1969 it was all right for the board to establish new rules on handling cases but it was wrong for Miller and the rest of the NLRB to refuse to bargain on time for processing the cases.

Whether or not the order is issued was up to an Assistant Secretary of Labor William J. Usery.

PAINT MAKERS 1975

This is to inform you that the President and Business Manager of Local 1975 are calling for special meetings on December 2, 1971 to vote on proposals for the coming negotiations. Since these are special meetings, Article VII, Section 5 shall apply.

Two meetings have been scheduled so all the members can attend.

DAY MEETING

Date: December 2, 1971

Time: 12 noon

Place: 337 Valencia Street, San Francisco, California.

NIGHT MEETING

Date: December 2, 1971

Time: 8 p.m.

Place: Plumbers Union Hall, Second Floor, 1621 Market Street, San Francisco, California.

Fraternally,

CARL JARAMILLO,

Business Manager &

Financial Secretary

KENNETH E. REEVES,

President & Business

Representative

CARPET & LINOLEUM 1290

The next meeting of Carpet, Linoleum and Soft Tile Workers, Local 1290 will be held on Thursday, December 2, 1971 at the Lake Merritt Hotel.

National Conference Deaths are now due and payable through NC 400. Also \$3.50 each is due for Brothers Bernie Lee and Gilbert Williams, both of whom passed away in October.

Fraternally,
BOB SEIDEL,
Recording Secretary

BARBERS 134

Due to the Thanksgiving Holiday, our next regular meeting will be held at 8 p.m., Thursday, November 18, 1971, at the Labor Temple, 2315 Valdez Street Oakland, California.

Nominations of officers for the year of 1972 will be held. Nominees must adhere to the Constitution and Bylaws of the International and of Local 134 to be eligible for election.

NOTICE

Please read the October issue of the Journeyman Barber for details of what will take place in January in regard to our Pension Fund.

NOTICE!

Kaiser Health Plan is open for enrollment by members of Local 134 this month. If you want to join this group plan, call Jim McMullan at 883-3743. Do it now.

Fraternally,
JACK M. REED,
Secretary-Treasurer

MILLMEN'S UNION 550

OFFICIAL NOTICE

The next regular meeting of Millmen's Union Local 550 will be held Friday, November 19, 1971, at 8 p.m., hall A, 2315 Valdez Street, Oakland California.

There will be a special called meeting that night before the regular meeting to discuss and vote on a strike assessment of the membership to be either maintained locally or be allocated and paid into the strike assessment fund of the Northern California Conference of Millmen's and Industrial Carpenters provided we decide by majority vote to join and become a part of that Conference which will be discussed that same evening.

All local unions and district councils have received the following from the Mill-Cabinet Trusts on members' health care options:

All Local Unions and District Councils are aware of the fact that the Board of Trustees of the Mill-Cabinet Health and Welfare Fund for Northern California has provided for annual option on the part of Mill-Cabinet employees within the Kaiser Service Area to change their type of coverage (Occidental to Kaiser or Kaiser to Occidental) on an annual basis.

The option to change may be exercised by Mill-Cabinet employees within the Kaiser Service Area between November 15 and December 15, 1971, and will be effective commencing with eligibility January 1972. An option to change received by the Fund Office after the close of business December 15, 1971, will be invalid, and the next permissible date for change will be January 1, 1973.

The Administration would prefer that any indication of a desire to change in either direction be made by completing the Dual Choice Enrollment Card supplied to all Local Unions and District Councils within the Kaiser Service Area.

Fraternally,
ODUS HOWARD,
Financial Secretary

SCHOOL EMPLOYEES 257

Election of officers on Saturday, December 11. Voting booths will be open in Castlemont High lobby from 8 a.m. to 1 p.m. This is a Required meeting with a fine of \$5 for the Biennial General Election.

Fraternally,
HAROLD BENNER,
Executive Secretary

AFSCME-EBMUD 444

The next Executive Board meeting will be held on December 2, 1971 starting promptly at 7:30 p.m. We must finalize preparations for election of officers and we urge all board members to be present.

The next membership meeting will be held on December 9, 1971 starting promptly at 7 p.m. There will be a vote on a dues increase, and also election of officers for 1972. All members are urged to attend this important December meeting.

Remember!!... The movement is at the union meetings!

Fraternally,
CHARLES E. TEIXEIRA,
Secretary-Treasurer

Grievance is union business, Millmen tell management

Continued from page 1

tion worker rate is \$3.525 per hour, the employee may have some pay due at \$4.23, the non-production work rate.

On receipt of Bigby's second grievance, McBreen replied that while he couldn't understand "on what grounds you would attempt to otherwise settle this matter you have the right (and note I say 'you' since the aggrieved wants no further action) you have the right to a hearing..."

"I will make arrangements for the formal grievance hearing you seem intent on having."

"Freeze" report for convention

Continued from page 1

ance—an increase to \$800 in the personal deduction, removal of some 2,000,000 poor from income tax rolls, an additional 26 weeks of jobless benefits in high unemployment states, and tax deductions for working women's babysitting expenses and to parents of college students.

3. The Nixon price commission set a "goal" of limiting price increases to 2.5 per cent a year, set a limit on profit margins—but not profits—and indicated that big companies would have to get price rise approval in advance.

4. Nixon's committee on interest rates and dividends issued a "voluntary" 4 per cent limit on dividend increases this year. (Many companies already have paid all their 1971 dividends).

5. Despite a rise in mortgage interest rates for the fourth straight month in September, Connally said Nixon wouldn't use "standby" interest control power proposed in new economic legislation.



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AFL-CIO.

45th Year, Number 36

JOHN M. ESHLEMAN, Editor
1622 East 12th Street, Oakland, Calif. 94606

November 19, 1971

Phone 261-3980

Cause and cure of our medical care ailments

Three items in the news shed some light on the health care crisis which afflicts this nation.

One concerns the suit by a number of organizations representing poor people against the Internal Revenue Service which it charges is granting tax exempt status to "charitable" hospitals which won't treat patients who can't pay.

Another is the disclosure that it took only two years — 1968 to 1970—for the cost of union-negotiated health and welfare services in California to increase 50 per cent.

And a third is the disclosure that 18,971 persons applied for admission to California medical schools this school term and 792 were accepted — a case of many are colled but few are chosen despite a shortage of physicians.

This adds up to a picture of high-priced and hard-to-get care with a lack of effective government action to make it affordable and available or to supply needed health care manpower.

Which happens to be the true picture of health care in a nation which has led the world in medical techniques.

Labor-backed National Health Security legislation in Congress is tailored to correct this by concentrating the public and private resources which now are scattered to pay for wasteful, fragmented care.

It will guarantee quality care for everyone simply by marshalling the resources which are now dispersed on what is often partial, indifferent care—or no real care.

Why teachers join the union

The San Francisco affiliate of the California Teachers Association can lay much of the blame for its present uncomfortable position on the San Francisco Federation of Teachers.

If that union had not worked so hard and effectively for teachers, the CTA group might well continue to speak for a majority.

But San Francisco teachers have joined the union in such numbers that it now has an equal voice on the "Certified Employees Council," which the state Winton Act says shall speak for teachers in dealings with their employers.

This growth resulted because the union addressed itself to such benefits as smaller class sizes, adequate help for teachers and adequate class preparatory time and of course better salaries.

When necessary it struck, winning significant gains in 1968 and defending them this year.

The association bowed to heavy membership pressure this year and joined the strike after a week, but joining wasn't beating the union.

We are confident that there will be continued Teachers Union growth in San Francisco and elsewhere, for the same reasons.

But bigger representation or majorities on the Winton Act Councils are not enough.

The Winton Act ironically enough in view of current developments was lobbied through the Legislature by CTA to help its position against its union rival.

It says school authorities shall "meet and confer" with the councils but not that they must bargain or sign agreements.

Union insistence on bargaining and readiness to strike have won such agreements in some areas. But there is no compulsion to bargain and in other areas school management simply has not bargained.

Teachers and all public employes should have the same spelled out legal rights to bargain and strike as workers in private industry.

Jobless rate, workers' wages dip

The national jobless rate dipped to 5.8 per cent in October, reflecting a slight increase in employment while the number of unemployment workers edged down, the Bureau of Labor Statistics said.

(The California Department of Human Resources said state joblessness fell from 6.5 per cent in September to 6.1 per cent in October. A year earlier it was 5.8 per cent).

The BLS report on the job situation also showed the impact of the wage freeze on workers as average weekly earnings declined in October despite a longer workweek.

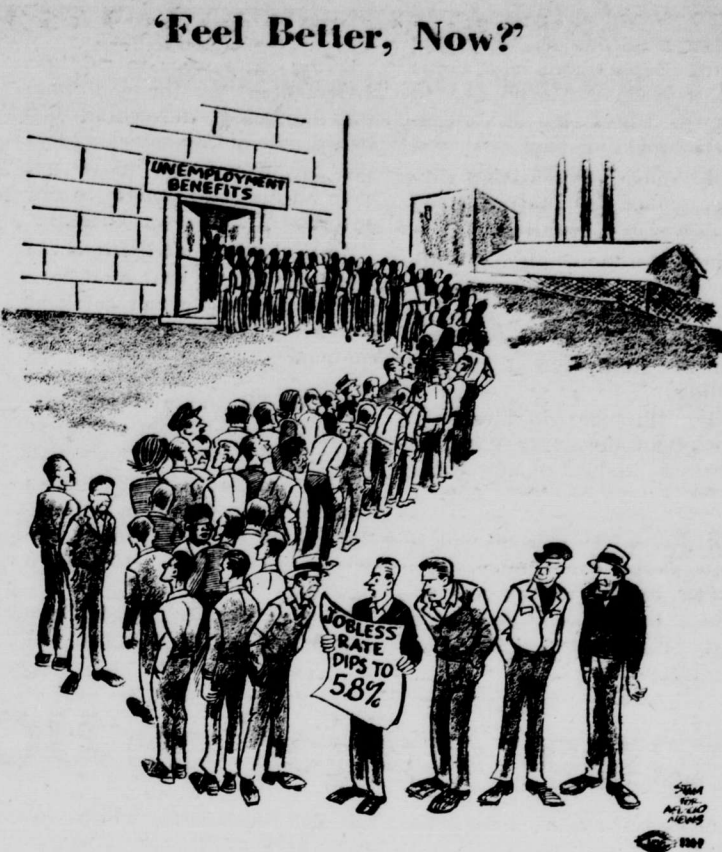
There were 4,900,000 million workers out of work last month on a seasonally adjusted basis.

This is about 135,000 less than in September when the jobless rate was 6 per cent. Unemployment has been fluctuating between 5.8 and 6.2 per cent for almost a year, except for the drop in June to 5.6 per cent.

While the jobless rate for white workers declined one-tenth of a point to 5.3 per cent, the BLS said that unemployment for Negroes jumped by two-tenths of a point to 10.7 per cent—the highest level in eight years.

October is the first month that the Negro jobless rate has been double the white rate since August 1969.

Total employment rose over the month by 320,000 to 79,800,000, seasonally adjusted. But the civilian labor force also



grew by 185,000 to 84,800,000.

In his report on earnings, the BLS said average weekly pay fell 2 cents to \$129.11 in October while the average workweek increased four-tenths of an hour to 37.1 hours.

The unemployment rate for blue collar workers dropped from 8 per cent in September to 7.2 per cent last month, but it was still above July's 7.1 per cent when the overall jobless

rate was at 5.8 per cent.

White-collar unemployment inched up one-tenth of a point to 3.4 per cent.

For factory workers, weekly earnings declined 40 cents over the month to \$143.24, although both the workweek and overtime increased one-tenth of an hour.

The average factory workweek was clocked at 39.7 hours and overtime at 2.9 hours.

Health Security top issue, says Meany

There is no more compelling issue before Congress than National Health Security, AFL-CIO President George Meany told a House committee studying four rival health care bills.

Labor-backed National Health Security is the only one of the four which will make quality health care a matter of right for all, with no age or income discrimination and at a price the nation can afford, Meany told the House Ways and Means Committee.

Alternative bills, backed by President Nixon, the American Medical Association and the insurance industry, won't do the job in face of the generally acknowledged health care crisis, he declared.

Health Security is not too expensive as some claim, Meany told the committee, because the people already pay the cost of health care in such ways as:

- Doctor and hospital bills, taxes and insurance premiums.
- In the cost of waste and inefficiency of the present system of furnishing and financing health services.
- In the heavy administrative costs and advertising and sales expenses of insurance firms.

And, Meany said, they pay the high price of letting illnesses go untreated and undetected because of the cost of medical treatment and regular check-ups.

Meany noted that he and other union representatives had testified many times in support of major social legislation. But, he stressed:

"I know of no measure that is more important, more vital, and which enjoys such overwhelming support among workers as National Health Security."

Meany spelled out the basic benefits in the Health Security bill, whose sponsors on the Ways and Means Committee are Democratic Representatives Martha W. Griffiths (Michigan), James C. Corman (California), James A. Burke (Massachusetts), Charles A. Vanik (Ohio) and William J. Green (Pennsylvania).

These include all necessary physician services, from preventive medicine through surgery; all hospital expenses and costs, outpatient care, most drug costs, psychiatric treatment, full dental care for children under 15 and other professional health services.

"There would be no deductibles, no co-insurance, no exclusions and no waiting periods," Meany noted. "There would be no cut-offs in dollars, age or numbers of days for the most important elements of health care—physicians' services and hospital care."

Doctors would be encouraged, but not required, to join prepaid group practice plans, "a far more rational method of delivering health care . . . less costly, more efficient and better for doctor and patient alike."

The separate Medicare tax would be eliminated.

Employers would pay 3.5 per cent of payroll, the self-employed pay 2.5 per cent of income up to \$15,000, and employees would pay 1 per cent of income under \$15,000. About half the cost of the program would come from the federal treasury.

"A cheap health care program would be just that — cheap," Meany said.

The estimated cost of the total Health Security program in

1974, its first full year, would be \$56,700,000,000 Meany noted.

And unless a National Health Security program is enacted, Americans will end up paying substantially more for inferior care, he warned.

Meany testified that Nixon, the insurance companies and the AMA "would all just pour new money into the present health care delivery system which is a failure."

The AMA's "medicredit" plan would use income tax credits to offset part of the premium cost of private health insurance purchased by the taxpayer.

Those who pay no taxes would receive a certificate for full payment of the premium—including, Meany noted, "the millionaires who pay no taxes because of loopholes in the tax laws."

But "medicredit" benefit would be about half the cost of premiums because of such insurance company expenses as advertising, sales commissions, duplicate paperwork and overhead — plus profits, he noted.

Such expenses would be eliminated under National Health Security.

The insurance company bill, Meany noted, "attempts to slough off high risks on the government, while preserving the profitable market for the insurance industry."

And the Administration bill "is shockingly inadequate. Benefits for the poor are very limited."

Like the other bills, he said, it would be a windfall for the insurance industry and invite "further escalation of medical costs, as experienced under Medicare and Medicaid."

Some auditors in the state Finance Department have come up with a bold idea on how to meet the University of California's financial needs:

Sell those expensive, rare books which are cluttering up the university libraries.

That's the "businessman's approach" to what a library should be says a man with the impressive title of senior management auditor, and it's refreshing.

After all, what do librarians know about libraries? What do educators know about education?

THERE'S NO nonsense in it about paying the university's bills by taxing the oil and insurance industries — just as a couple of examples—a bit more

than they're paying now.

If the state were to cut into their billions by the additional amounts which they could well afford, then big stockholders and big executives might not have so much to donate to our governor's campaign chest.

And those contributions in turn help assure that we'll have a governor who won't think of increasing taxes on big rich companies.

BACK TO the auditors' recommendation. Its big weakness is that it doesn't go far enough.

Why stop at books? There's a tall white tower over in Berkeley which could appeal to the developers of Lake Havasu in Arizona.

They've already bought London Bridge and that tall pile of

white stones at UC might set it off nicely.

If they're not interested, some Walt Disney World somewhere might buy the Campanile and run a ski jump over it.

You can't overlook any bets in the business world.

For instance, I understand they've got thousands of white rats, guinea pigs, rabbits, monkeys in the biological laboratories.

Call in the pet dealers and sell, sell, sell.

THEN, WITH no experimental animals UC won't need a lot of lab equipment. Get rid of it, to junk dealers if necessary. What good's an unused test tube?

Now, let's look at some heavy financial items.

There are lots of big classroom buildings in beautifully landscaped grounds at UC. The buildings are well built and even have central heating.

Obviously the campus is a desirable residential area. All you need is residences. And any real estate developer would pay handsomely for the chance to redo those marble buildings into apartments or motels.

It wouldn't take much, a swimming pool here and there, maybe curtain glass walls over those old-fashioned white stone columns, some internal renovation.

The bathrooms would be a problem though. They're far too big and they don't have any baths.

WE'VE HARDLY started on the golden commercial prospects

which those educators are neglecting at UC.

What's wrong with a golf course? The fairways are already there. All you'd need is to install greens and holes in those big UC lawns.

And of course it goes without saying that you should put in a bar or so in those motels converted from classroom buildings. A well-run bar is always a good investment.

I can think of another big savings. Without classrooms, laboratories or books you wouldn't, of course, need students. And without students you wouldn't need teachers. Think how that would slash the payroll!

AFTER ALL, what's the business of education — education or business?

'Horror stories' on UC layoffs

University of California workers are so insecure that some have remained "casual" employees without rights in layoffs after as much as 10 years employment, an Assembly subcommittee hearing on the Berkeley campus was told this week.

Another "horror story" was that of a 24-year employee three years from retirement who was displaced by part time workers whose total pay amounted to about half of his.

Employee representatives told the Employment & Public Employees subcommittee, headed by Berkeley-Oakland Democratic Assemblyman Ken Meade, that a major lack of security came in "departmental" rather than campus-wide seniority.

Some "departments" are special units for specific research projects and when the project ends, the "department" is abolished along with any seniority for displaced employees, Marge Green of UC Non-academic Employees Local 1695 noted.

Union and other employee organization representatives also hit hard at UC's "performance"

criterion in layoffs, which can override seniority at a supervisor's discretion.

Meade, who noted that the 800-layoff total in the university system merited attention, asked UC officials to furnish the subcommittee by January with a report on current layoff data plus a UC policy statement on layoffs by January 15.

After hearing from employee and management witnesses Meade indicated the committee subcommittee supported campus-wide seniority for all but highly-skilled job classifications.

A 15-day notice of layoff also would be in order, he told UC management.

Felix Sinclair, chairman of the San Francisco campus Black Caucus, agreed with Mrs. Green that real seniority did not conflict with affirmative action for minority hiring and said his group was fighting for both.

Arthur Zimmerman, representing the California State Employees Association, blasted a "performance" criterion in layoff as making a department head "judge and jury" over who should be laid off and who

had "special skills" meriting preference.

Mrs. Green, who reported on the 24-year displaced employee and the 10-year "casual" workers, told the committee of the union's campus-wide seniority proposal.

Morley Walker, head of university-wide personnel, defended departmental seniority with the example that a senior analyst needed varying skills in different departments.

Subcommittee member Edward Z'berg, Sacramento Democrat, wanted to know why maids didn't have campus-wide seniority.

Even in such classifications, said Walker, employees are evaluated at performance levels. He conceded that they never saw their evaluations so couldn't know how their skills were rated.

Another management witness, Berkeley Vice Chancellor Robert Kerley, said 75 per cent of layoffs were made on seniority. Asked by Meade if the university would resist campus-wide seniority, Kerley said that already was policy.

Which, unionists commented, means there is no campus-wide seniority rule.

Labor Council endorses Guns to Butter conference

Next month's "Guns to Butter" conference on reconversion of the economy from wartime to peacetime production was endorsed this week by the Alameda County Central Labor Council.

The council voted to buy three tickets to the three-day event December 3, 4 and 5 in a former defense plant in Los Gatos, use one to be represented there and distribute the other two to a student and a worker affected by the economic crisis.

The conference will be held in the now empty Western Microwave plant. The small firm is struggling to diversify into non-defense production.

San Jose State College students are organizing the conference with support of representatives of labor, business, community groups, students and the unemployed.

It will seek to work out the ways the nation may reconvert and to build a coalition to effect such a program with needed changes in federal and state government policy.

U.S. Senators Alan Cranston and John Tunney, State Senate Majority Leader George Moscone, Edward Oppenheim, deputy director of the Defense Department's Office of Economic Adjustment are among conference speakers.

Conference steering committee members include California Labor Federation Secretary John F. Henning, Hal Shean, Grand Lodge representative of the International Association of Machinists; Western Conference of Teamsters Director Einar O. Mohn, Auto Workers District 6 Director Paul Schrade and Santa Clara County Central Labor Council Secretary James McLoughlin.

Welfare board asks study of its role by task force

The Alameda County Welfare Commission last week asked that its functions be studied by the Welfare Study Committee Task Force which has already surveyed welfare practices.

Commission action in the form of a unanimous request to the board of supervisors came after the task force had heard a report by the head of the new merged department which includes the former Welfare Department.

Director Jack McKay of the new Human Relations Department told the task force that he has implemented some of its recommendations and is waiting for arrival of new personnel before acting on others.

The major finding of the task force's eight-month welfare study was that the welfare crisis is here was almost solely the fault of department management.

The supervisors reacted by detaching the former welfare director and merging his department with Human Relations and Probation Departments into the Human Relations Department.

McKay told the task force last week that many of its recommendations for uniform office procedures had been put into effect, Alameda County Labor Council Assistant Secretary

Ed Collins, the task force labor member, reported.

Action is being delayed on some task force recommendations until new personnel is available to implement them or to advise how implementation should take place, McKay told the task force.

Welfare Commission President Enrico Del'Osso invited task force members to attend the commission meeting which followed their session with McKay.

The commission voted unanimously to ask the supervisors to detail the task force to study the commission role and make recommendations for changes in function.

New delegates

The Alameda County Central Labor Council last week seated Patricia St. Lawrence and Allan Wilson as delegates from American Federation of Teachers UC Faculty Local 1474.

Graphic arts unit

D. D. (Doc) Scottt, second vice president of Oakland Typographical Union Local 36, has been elected to head the Laney College Graphic Arts Advisory Committee.

Jobless pay boost up to Reagan

Labor's bill for a long overdue increase in unemployment benefits was passed by the State Senate last week and went to Governor Reagan for his signature.

Another labor-backed bill to go to Reagan last week was a measure to regulate auto repair to protect consumers.

Reagan has signed another California Labor Federation-supported bill, to fine employers who knowingly hire illegal immigrants to the detriment of other workers.

He also signed legislation, supported by the Federation, to protect injured workers from personal expense when required to give depositions in workmen's compensation cases.

Meanwhile, a Senate vote was pending on major legislation to improve workmen's compensation protection.

The unemployment insurance measure is Assembly Bill 1083 by Assemblyman Jack R. Fenton, Los Angeles Democrat, to boost the maximum weekly benefit to \$75 from the present

Public employe bargaining bill backed

A bill to give state and local government employees the right to bargain collectively with their employers is in the Assembly hopper and labor urged all 80 Assemblymen to support it.

Assembly Bill 844 by San Francisco Democrat John Burton would set up a "clear uncomplicated system for es-

tablishing the collective bargaining representatives of public employes," California Labor Federation Secretary John F. Henning wrote the Assemblymen.

The measure employs the State Department of Industrial Relations to supervise representational elections by public workers.

\$65. It passed the Senate 36 to 0 with votes from Senators of both parties.

The auto repair bill, Assembly Bill 51 by Senator Anthony Beilensen, Los Angeles Democrat, sets up a Bureau of Automotive Repair in the Department of Consumers Affairs.

It will license auto repair firms and investigate charges of fraud or negligence.

The Senate completed final action by concurring by a 24 to 3 vote in Assembly amendments to put the bureau in the

consumer department rather than the Department of Motor Vehicles as new car dealers had sought.

The workmen's comp bill, AB 486 by Fenton and Assemblyman Willie L. Brown, Jr., San Francisco Democrat, would raise temporary disability benefits from \$87.50 to \$105 a week, increase maximum permanent benefits from \$52 to \$70 a week, increase death benefits to \$25,000 from \$20,000 for a widow alone and to \$28,000 from the present \$23,000 for a widow with one or more dependents.